

May 2013



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The Bullhorn

Meet the New Officers

By Peter D.G. Brown, Chapter President



Jeff Pollard

The elections that were concluded last month produced a fine new team of officers, whose two-year terms begin on June 1. I expect to be working closely with all of them, especially with the two new Vice Presidents.

Donna Flayhan, Associate Professor in the Department of Communication & Media, was elected Vice President for Academics. Her research has focused on public health and media ecology. The new Vice President for Professionals is Jeff Pollard, who has been coordinating the Institute for International Business since 2005. I'm thrilled to be sharing the chapter leadership with both of these new officers!



Donna Flayhan

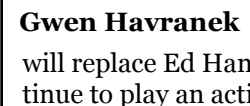


Active in UUP for over a decade, Beth Wilson, a former adjunct and currently a Lecturer in Art History, was elected our chapter's Officer for Contingents. She picks up the reins from Ed Felton, who co-chaired the Contingent Concerns Committee with Beth in recent years.

Gwen Havranek, Director of Business Operations for the School of Liberal Arts & Sciences, has already taken over as chapter Treasurer from Shannon Roddy. Unfortunately for us, Shannon is no longer a UUP member, having just been promoted into a management position.



Beth Wilson



Gwen Havranek Lucy Walker of Institutional Research & Planning will replace Ed Hanley as Chapter Secretary. I expect that he will continue to play an active role in the chapter.

Vika Shock, the Director of Graduate Admissions, will take over as our new Grievance Officer from Rachel Rigolino. This is a very important position, though it does not get much public attention due to the confidential nature of helping members with sensitive personnel matters.



Vika Shock

Jerry Persaud of Communication & Media will be stepping down as the chapter's Affirmative Action Officer. He recently played a prominent role as moderator of UUP's panel discussion marking the end of Black History Month. Anyone interested in serving as Affirmative Action Officer, or simply in joining the Affirmative Action Committee, should contact the UUP office at extension 2783.



Lucy Walker

Also (re)elected were a host of former delegates, along with some new ones. Those who received at least ten votes will become voting members of the Executive Committee; the others will be ex officio members without a vote. I congratulate all who were elected and look forward to working with a new team of outstanding officers and delegates beginning in June!



Hard Times for All

By Peter D.G. Brown, Chapter President

These are tough times, no doubt about it. As Wall Street reaches for new highs, Main Street struggles to keep its head above water. When arriving at an American airport, especially from Europe, one is struck by what many might consider “third-world” structures and services. Our roads, bridges and tunnels have become a crumbling mess. Our infrastructure, once the envy of the world, has been allowed to deteriorate dangerously. Our major cities are vulnerable and unable to withstand severe weather events, as Katrina showed when it devastated New Orleans and more recently Sandy demonstrated last fall in New York and New Jersey.

Let’s not even discuss our broken public education system; the concerted attacks on unions, public employees and job security; our lack of high-speed modern light rail or energy-efficient mass transit; our outdated electrical generation and distribution systems; our health care networks that costs twice as much as those in other industrial democracies, covering fewer people and leading to worse outcomes. On the brighter side, we can see pockets of improvement here and there, so let’s hope that these changes are not too little too late.

Tentative Contract

Closer to home, most of us working for SUNY, the largest university system in the nation, have not seen a raise in years. After two years of tooth-and-claw negotiations, UUP was able to secure a *Tentative Agreement* with New York State. It is not a wonderful contract, but it is amazing, and a great credit to Chief Negotiator Jamie Dangler (Cortland) and her Negotiations Team, that we were able to win as many concessions from the State as we did.

I sincerely hope this *Tentative Agreement* will be ratified in the weeks ahead and that we can return to the bargaining table during better times in two years to negotiate a better contract.

Growing Income Disparity

Hardest hit of all are our contingent colleagues. When adjusted for inflation, adjuncts’ wages have plummeted by 50% over the past four decades. Salaries for most of the other College employees have remained fairly flat, while the top administrators have made out pretty well for themselves. In 1971, the College President, John Neumaier, made 32 times what an adjunct was paid for a three-credit course. Today, President Donald Christian makes a staggering 80 times what an adjunct gets per course! It’s obvious that the hard times are not evenly distributed, and the huge gap between the handful at the top and all the rest of us is increasing daily.

May Day \$5K Rally

A number of student groups have come together with UUP and other unions on campus to form a Student-Labor Coalition. Its first event will be a May Day rally on May 1 to celebrate International Workers’ Day and to recognize the important contributions of all workers at SUNY New Paltz. For more than a century, May Day has been a celebration of the international labor movement and is a national holiday in more than 80 countries.

A principal focus of this event is the call for equitable pay and fair working conditions for contingent faculty. The Student-Labor Coalition is demanding that all adjuncts and full-time lecturers be paid a minimum starting salary of \$5,000 per course. Adjuncts typically teach one or two courses per semester and currently make around \$3,000 per course, earning them a salary just above the poverty level. Lecturers are paid about \$4,000 per course, but only at New Paltz are they expected to teach five courses each semester. This is an educationally unsound and unsustainable workload that is unique among SUNY colleges.

Open SUNY

Open SUNY is a new initiative that puts us in direct competition with University of Phoenix and other institutions of dubious repute, some of which are dismissed as diploma mills that saddle unemployable students with huge debt. “*Open SUNY* will be the largest online learning environment in the world,” proclaimed SUNY Chancellor Nancy L. Zimpher in a [press release](#) on March 19. The announcement further stated that

Continued on next page

“Chancellor Zimpher has estimated that *Open SUNY* will add 100,000 degree-seeking students to the enrollment total within three years, and that it will contribute to the feasibility of three-year undergraduate degree programs and five-year graduate degree programs.”

Online education resources can be invaluable, but UUP members need to be careful about signing releases that would compromise or give up their intellectual rights. They should be cautioned that, as a matter of *Open SUNY* policy, “faculty from all SUNY campuses will be encouraged to openly license the instructional content they produce so that campuses may build capacity to offer more courses and programs online.”

There is a danger that, in addition to the current two-tiered faculty divided into tenure-stream and under-supported contingent populations, the faculty could be divided further along similar fault lines. On one side would be those senior faculty members who refuse to license their courses for online distribution, versus those who feel pressured by financial or tenure considerations to jeopardize their academic freedom and improve the College’s bottom line through “building online capacity.”

Chapter Interns

I want to end the semester on a positive note. We all know that students are our future. We love teaching and working with them collaboratively on research and other projects.

This year marked the first time in UUP’s 40-year history that any of the 29 local chapters has “hired” an unpaid student intern. Jaime Burns ’13 proved to be such a wonderful addition to the UUP office for ten hours a week that I wished we could have cloned her. Regrettably, that was not possible, but we will be taking on two new Chapter Interns to fill her shoes in the fall: Daniel Brenner and Ryan Randazzo. I look forward to working with them and all of you in the months ahead. Have a great summer!

UUP Mascot Naming Contest



The Chapter is holding a contest for the funniest, most original and creative name for its new mascot. Send your suggestions to Chapter Assistant Mary Thompson, thompsom@newpaltz.edu. *The Bullhorn* editors will announce the contest winners at our end-of-year gathering in mid-May. First prize is a free trip to Mesopotamia. Other prizes include valuable UUP collectible trinkets.



Spring Chapter Meeting: March 20, 2013

By Jaime Burns, Chapter Intern

Over a hundred and sixty attendees enjoyed box lunches in Lecture Center 100 while learning about and addressing issues related to the recently-negotiated UUP *Tentative Agreement*. Special guests included UUP President Phil Smith; Chief Negotiator Jamie Dangler; Secretary Eileen Landy; John Marino, Acting Director of NYSUT Field Services for UUP; and two members of the Negotiations Team, Robert Rees (Alfred) and Jason Torre (Stony Brook). As part of the state-wide tour to all of the UUP chapters, the speakers offered a detailed summary of the contract highlights, including compensation, the deficit reduction plan, health care benefits, grant programs, and family leave provisions. Afterwards, traveling Negotiations Team members took questions and discussion points from the crowd.

Phil Smith launched the contract discussion citing negotiations achievements despite the long and arduous struggle. Between all the NY state unions in this contract season, only UUP received raises and contractual protection increases. Smith also noted effective steps for part-timer benefits in the new contract, including awarding part-time employees a \$500 lump-sum bonus payment after eight years of consecutive service and every eight years thereafter. Before turning the spotlight over to Jamie Dangler, Smith informed attendees that detailed documents will reach their mailboxes in the next few weeks, including the new formal contract language side-by-side with the old and a question and answer section for many pressing concerns.

To follow along with Jamie Dangler's visual and oral presentation of the *Tentative Agreement*, attendees received a contract summary pamphlet and a sheet detailing preventive care coverage under the Empire Plan (see page 14). As mentioned above, the Chief Contract Negotiator delivered a PowerPoint presentation highlighting the documentation provided to attendees.

Chief Negotiator Jamie Dangler and UUP President Phil Smith

Dangler subsequently opened up the floor for comments and questions. Concerns primarily revolved around the Deficit Reduction Plan, DSI, and how to manage three zeros amidst financially difficult times. While members have the option to vote down the *Tentative Agreement*, Smith warned against such action. He concluded that the Governor will go back to his four primary demands, remove all non-monetary agreements from the table, and even issue pink slips to employees.

Before discussion of the *Tentative Agreement*, the chapter budget for the 2013-2014 academic year was adopted unanimously (see page 10).



Delegate Donna Goodman

Photos by Morgan Gwenwald





VP for Academics Jeff Miller (Political Science) and VP for Academics-elect Donna Flayhan (Comm. & Media) supporting ratification

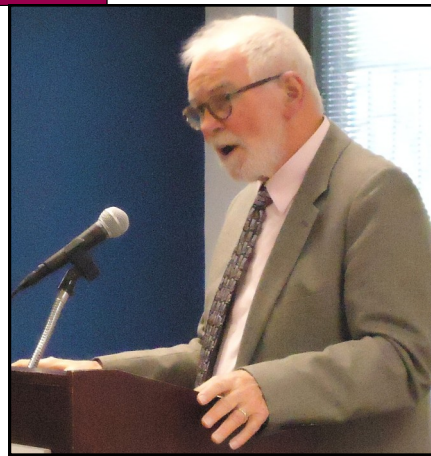
Tentative Agreement Debate and Discussion: April 17, 2013

By Jaime Burns, Chapter Intern

Student Union 100 filled up with academics and professionals invested in the *Tentative Agreement*. To offer an expansive discussion of the contract, an informal debate launched off the session. VP for Academics Jeff Miller and VP for Academics-elect Donna Flayhan spoke in support of ratification; former Chapter President Glenn McNitt and Joshua Simons argued against ratification. Each speaker had four minutes to deliver their stance.

Subsequently, the panel took questions from the crowd, highlighting key concerns about compensation, public perception of unions affecting negotiations, and effects of ratifying or not ratifying the contract. Former Chapter President Richard Kelder also delivered an impassioned speech as a member of the Negotiations team. With all questions addressed, the speakers had a minute to wrap up their arguments and invite audience members to vote for or against the contract.

Due to delays imposed by the parties UUP is negotiating with, the ratification process has been pushed back by several weeks.



Former Chapter President Glenn McNitt (Political Science) and Delegate Joshua Simons (CREEO) opposing ratification



Left: Delegate Donna Goodman addressing the panel.

Right: From L-R: Former Chapter President Richard Kelder, KT Tobin Flusser (CREEO), William Capowski (NYSUT), and Kevin Caskey (Business)

Photos by Jaime Burns





Mayday Manifesto

Mayday! This is an emergency call for help! We face a dangerous crisis in higher education. It affects almost every university, college and community college. It is not limited to any city, region or state. It is called contingency: the majority of teachers in higher education today are grossly underpaid, at-will employees, lacking any meaningful job security and the academic freedom essential to quality education.

The tenured jobs of the past have been outsourced to a contingent academic labor force. Many so-called “part-timers” teach twice as much as their “full-time” colleagues. Similarly, many “temps,” whose short-term contracts typically extend for a year or less, have been teaching for decades—often longer than permanent teachers on continuing appointments.

The effects of this crisis should be known to everyone. Contingency has been a dirty little secret for nearly half a century, in plain sight but almost totally ignored, and nothing will change until the facts are widely understood. The majority of college teachers in the United States today—over a million individuals—are contingent. Most of them are so-called “adjuncts.” They are paid poverty wages, earning an average of \$2,700 per three-credit semester course. Most adjuncts make \$10,000 to \$20,000 a year, often working more than 40 hours per week. An estimated 80% lack any health or retirement benefits, and academic freedom is meaningless in the absence of any job security.

The conditions under which contingent teachers are forced to work undermine the quality of higher education. Their miserable working conditions adversely affect student learning conditions, thus short-changing our students and threatening the future of our nation. This is no way to prepare the next generation for an increasingly competitive global economy! Funding education on the cheap has resulted in most American students no longer being competitive with those in dozens of other countries.

To reverse this disastrous trend, the undersigned urge that the following steps be adopted on a priority basis:

- Increase the starting salary for a three-credit semester course to a minimum of \$5,000 for all instructors in higher education.
- Ensure academic freedom by providing progressively longer contracts for all contingent instructors who have proven themselves during an initial probationary period.
- Provide health insurance for all instructors, either through their college’s health insurance system or through the Affordable Care Act.
- Support the quality education of our students by providing their instructors with necessary office space, individual development support, telephones, email accounts and mail boxes.
- Guarantee fair and equitable access to unemployment benefits when college instructors are not working.
- Guarantee eligibility for the Public Service Loan Forgiveness Program to all college instructors who have taught for ten years, during which they were repaying their student loans.
- With or without a time-in service requirement, allow all college teachers to vote and hold office in institutional governance, including faculty senates and academic departments.

The signatories urge a comprehensive, cooperative effort to end the staffing crisis in higher education for the sake of all our students and all our citizens. Mayday! Mayday! Mayday!

To read and sign onto the Mayday Manifesto, go to <http://bit.ly/XEta7u>.

Mayday Manifesto Charter Signatories (partial listing)

ORGANIZATIONS

Albany Chapter
United University Professions (UUP)

Graduate Student Employees Union
(New York statewide)
CWA Local 1104

New Faculty Majority
The National Coalition for Adjunct & Contingent Equity

New Paltz Chapter
United University Professions

Oneonta Chapter
United University Professions (UUP)

Oswego Chapter
United University Professions (UUP)

Purchase Chapter
United University Professions (UUP)

Union County College Chapter
United Adjunct Faculty of New Jersey

INDIVIDUALS

Anthony Adamo, President
CSEA Local 610
SUNY New Paltz

Yvonne Aspengren,
2012 Faye Samuel Award Recipient
Department of Languages, Literatures & Cultures
SUNY New Paltz

Joe T. Berry
Coalition of Contingent Academic Labor
Author: Reclaiming the Ivory Tower: Organizing Adjuncts
to Change Higher Education

Rowena Blackman-Stroud
UUP Treasurer & Chapter President
SUNY Downstate/Brooklyn Health Science Center

Ross Borden
Lecturer in English
SUNY Cortland

Peter D.G. Brown, Distinguished Service Prof. of German,
Emeritus
UUP Chapter President
SUNY New Paltz

Jim Collins, Professor of Anthropology
Chapter President
SUNY Albany

Maureen F. Curtin, Ph.D.
Associate Professor of English
SUNY Oswego

James Engle
UUP Chapter President
SUNY Morrisville

Paul Kaplan
Professor of Art History
SUNY Purchase

Monazir Khan
GSEU Division of CWA Local 1104
SUNY Binghamton

Frederick Kowal, Professor, Social Sciences
UUP Chapter President
SUNY Cobleskill

Martha Livingston, UUP VP for Academics
Professor and Chair, Public Health
SUNY Old Westbury

Maria Maisto
President, New Faculty Majority
Akron, Ohio

Lori Nash, UUP Chapter President-Elect
Department of Philosophy, 2008 Faye Samuel Award
Recipient
SUNY Oswego

Earl Packard, Asst. Prof. of Mathematics
UUP Chapter President-Elect
SUNY Alfred

Arty Shertzer
UUP Chapter President
SUNY Stony Brook

William Simons, Professor of History
UUP Chapter President
SUNY Oneonta

Susan Udin, Professor
Department of Physiology and Biophysics
SUNY Buffalo

Anne Wiegard
Lecturer in English
SUNY Cortland



Barbara Cvenic (New Paltz '13) and Zeke Perkins (Bard Student-Labor Dialogue) in October 2012.

Revitalized efforts for a joint student-labor initiative began in October. With the Pauline Lipman talk less than a month away, the group hoped to gain campus-wide interest in labor unions and specific UUP battles. It worked. The next semester, the Student-Labor Meetings in March and April hosted leadership from several student activist organizations, including the Student Association Executive Board and Senate, New York Students Rising, NYPIRG, and Amnesty International. The group also succeeded in extending past UUP issues to create a multi-union and student dialogue. CSEA chapter leaders Maria Mach, Gerry Bartholomew, and Nancyann Calcagno raised their concerns about the upcoming vote on a new food service provider, fearing a vote for a company other than Sodexo could destroy their long struggle for union recognition and rights. Fueled in part by the dialogue, students and workers joined together at the March 10 CAS Board meeting to protect union interests. Their efforts influenced the board to renew Sodexo's contract.

The most recent project, May Day \$5K, is a rally for worker and union rights, combining students and labor in a joint initiative on the Academic Concourse. Adjunct compensation, job security, and lecturer workload will be at the forefront of activists' minds during this year-end celebration. At noon on May 1, student and labor leaders will address fundamental higher education concerns to increase campus-wide recognition of union concerns. The group plans to link up the New Paltz May Day event with those at other campuses, including Vassar. Chapter President Peter Brown has drafted a **Mayday Manifesto** (also found on page 6), which is being distributed to all UUP chapters, inviting their support in our growing \$5K campaign.

Student-Labor Coalition

By Jaime Burns, Chapter Intern

As a huge effort to connect student and union interests for the benefit of public higher education, SUNY New Paltz student leaders, UUP members, CSEA leadership, and Bard College Student-Labor Dialogue met to initiate a student-labor coalition on the SUNY New Paltz campus. In the 1990s, several New Paltz students formed the Student-Labor Action Coalition (SLAC), inspired by AFL-CIO summer workshops with college activists and nation-wide anti-sweatshop activism. By the time the founding students graduated, public perception of labor unions turned drastically sour and the group dissolved. We will not let that happen again.



Gerry Bartholomew, Maria Mach and Nancyann Calcagno on March 21, 2013



Clockwise: Jesse Ginsburg (SA Senator), Chapter President Peter Brown, Sophia Sutcliffe (Bard SLD Student), Steve Pinchbeck (SEIU Local 200 at Bard), Lucas Duffy-Tumas (Bard SLD Student), UUP Delegate Donna Goodman, Barbara Cvenic (Amnesty International), SA President Josh Simpson, and Jordan Taylor (SA Senator)

**SUNY New Paltz Student-Labor Coalition
Presents**

May Day \$5K*

**Celebrate International Workers' Day
Rally for Student and Worker Rights**

Student and Labor Leaders Addressing:

Adjunct Job Security & Compensation • Lecturer Workload
Campus Policies on Family Leave • Student Loan Debt
Support for Women's, Gender & Sexuality Studies
Quality Public Education • Immigration Reform
Campus Drug Policy and more

May 1 • Noon - 1 PM

**Academic Concourse
Outside Humanities****

SUNY New Paltz



**"SLC at SUNY New Paltz"
for more information!**

Sponsored by

United University Professions Chapter
CSEA • Hudson Valley Area Labor Federation
NY Public Interest Research Group (NYPIRG)
Amnesty International • Young Socialists
NY Students Rising (NYSR)
Hudson Valley Activist Newsletter
Students for Justice in Palestine
Black Student Union (BSU)

*\$5,000 minimum starting salary demanded
per course for all adjuncts and lecturers

**Rain location: Lecture Center 102

Course Load for Full-Time Lecturers at SUNY Comprehensives

The following summaries come from UUP Chapter Presidents at our sister institutions in SUNY.

Brockport: 4-4 teaching load, but negotiable. One may teach a 4-3 or 3-3 with a heavy advising load or other academic duties.

Cortland: Standard load is 4-4 mostly 3-credit courses. There is some variation in this. Obligation is primarily teaching, with some service related to a Peer Group Committee that evaluates promotions for Lecturers. Cortland has a Memorandum of Understanding establishing a Lecturer promotion process.

Fredonia: 4-4 and some service, such as advising.

New Paltz: 5-5.

Old Westbury: 4-4 teaching load, mostly 4-credit courses.

Oneonta: Full-time lecturers teach 4-3.

Oswego: Most of the full-time contingent employees at Oswego are Visiting Assistant Professors. There are around 10 Visiting Instructors. The regular course-load at Oswego is 4-4. Some departments have smaller loads, e.g. English teachers have a 3-3 load.

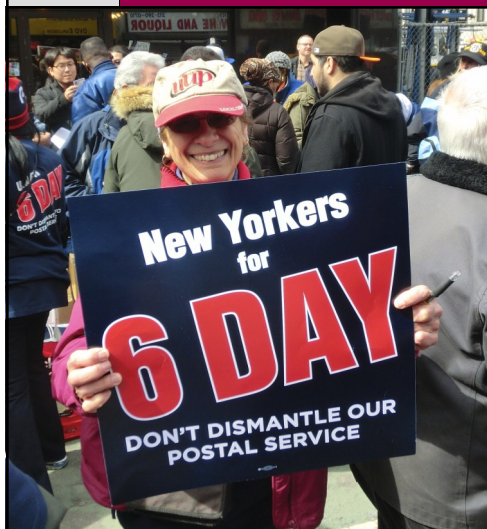
Plattsburgh: 4-4, plus an expectation of some departmental service, such as advising and work on department-level committees. No expectation of scholarship or research.

Purchase: 4-4. If they have a full load of seniors and a full load of advisees, they teach 3-3. There are very few full-time lecturers at Purchase. If the lecturer is truly full-time they usually do advising and committee work. 5-5 seems outrageous.

UUP New Paltz Chapter Budget

From 9/1/2013 to
8/31/2014

INCOME	
Allocation	13,666.00
Interest Inc	109.00
TOTAL INCOME	13,775.00
EXPENSES	
Chapter Assistant Additional Hours	0.00
Chapter Release Time Support	0.00
Equipment & Furniture	500.00
Executive Board Meetings	300.00
Grievance Expenses	100.00
Legislative Expenses	500.00
Membership Meetings	5,800.00
Newsletter	350.00
Office Supplies	500.00
Other Expenses	1,200.00
Postage & Shipping	150.00
Printing Services	300.00
Utilities	0.00
Telephone	2,000.00
TOTAL Utilities	2,000.00
Workshop Expenses	2,000.00
TOTAL EXPENSES	13,700.00
OVERALL TOTAL	75.00



Donna Goodman at the rally

Postal Worker Rally: March 24, 2013

By Donna Goodman, Professional Delegate

More than 70 Hudson Valley unionists joined thousands of workers and their families in New York City on Sunday, March 24, for a spirited rally in support of postal workers' campaign to retain 6-day mail delivery and keep post offices and distribution centers open.

Local demonstrators filled a bus organized by the Hudson Valley Area Labor Federation and Local 137 of the National Association of Letter Carriers (NALC), with many others traveling to the city on their own. In addition to NALC, local unions and organizations represented on the bus were the American Postal Workers Union (APWU), Workforce Development Institute, and United University Professions (UUP).

The New York City action was one of scores supporting postal workers held in cities and towns across the country – in Eugene, Boston, Fresno, San Francisco, Washington, Dallas, Minneapolis, Lexington and more.

The rally, which was held on 8th Avenue across from the James A. Farley Post Office, was addressed by postal union officers, local politicians, and the president of the NYS AFL-CIO.

Protesters were packed into block-long pens -- New York City's method of treating peaceful demonstrators like potential rioters.

Early arrivals were treated to recorded music that reinforced the themes of the rally: Respect, Get Up, Stand Up, and Won't Back Down.

Charlie Heege, president of NALC Local 36, demanded of Congress and Postmaster General Patrick Donohoe: "Do not cut Saturday delivery. Do not dismantle the Postal service."

George Mignosi, vice president of the NALC, reminded the crowd of the importance of postal delivery for the elderly and those in remote rural areas who have no Internet access. He pointed out the folly of the proposed cuts, which would reduce service by 17% for a cost savings of 3%.

Chants of "Donohoe must Go!" and "Five Days No Way! Six Days the Only Way!" were accompanied by the constant din of honks of support from passing motorists and by roars from the crowd, especially for Post Office trucks.

Though Donohoe is pushing for 5-day delivery in August, Congress voted to maintain 6-day delivery through September.

According to Postal Service management, cutbacks are needed to make up for the loss of revenues caused by the public's reliance on the Internet and email for their communications. However, the real culprit is a Congressional mandate, passed in 2006, that requires the Postal Service to pre-fund retiree health benefits for 75 years into the future. These benefits must be paid in 10 years. There is no other enterprise, public or private, that is required to pre-fund benefits in this way, and this mandate has cost the Postal Service more than \$32 billion, pushing it to its debt limit and forcing it to operate in the red. (In 2005 the USPS was debt free.)

Postal workers and their allies claim that the proposed cutbacks will destroy the postal service and the postal unions, the largest population of unionized federal workers. Reducing mail delivery to five days would cost 80,000 jobs in the postal service alone. The loss of these jobs would have a ripple effect on local economies all over the country.



HVALF staffer John Speedling and his brother, UUPer Christian Speedling from International Programs.

Continued on next page

Despite the draconian pre-funding rule, there is considerable support for 6-day delivery in Congress. The New York State delegation is almost unanimous in its support: 26 of its 27 members of Congress are co-sponsors of H.R. 30, which would retain 6-day delivery. Fourteen of the 27 are co-sponsors of H.R. 630, which would overturn the pre-funding mandate.

Congressman Jerrold Nadler said: " We will protect 6-day delivery service. We will protect the post office. We will protect all the jobs, and we will repeal the mandate for 75 years' pre-funding of pensions....We won't let them use the

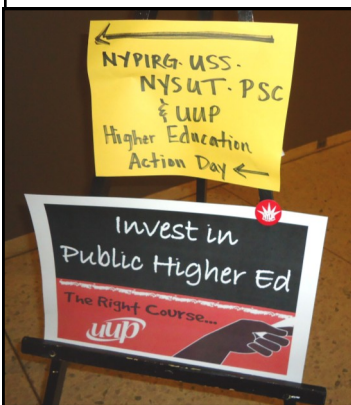


pension system as an excuse to destroy unions, to destroy the federal services, to destroy your jobs...." He called the pre-funding rule a "plot" to privatize the postal service by producing an "artificial crisis and an artificial deficit." He compared the postal deficit to the federal deficits that are being used as an excuse to attempt cuts to Social Security, Medicare and Medicaid.

The most moving speech of the afternoon was delivered by Victoria Pannell, a 13-year-old community activist from Harlem. She began: "Being a child, my first thought was: what about the children's Christmas toys? Then my thoughts went deeper. How are the postal workers' children going to college?" She expressed concern for the residents of rural areas, where poverty rates are higher than the

national average and whose post offices would be the first ones targeted to close if services are cut back.

Speaking truth to power, Jonathan Smith, president of New York Metro Area Postal Union, APWU, declared: "Sometimes the fight comes down to right and wrong. And the Postal Service works. And it was working until Congress decided to steal to supply war."



Higher Education Lobby Day: March 12, 2013

In light of massive budget cuts, students and higher education employees joined together in Albany to address the pressing concern for affordable education that supports students and workers alike. The UUP chapters at SUNY comprehensive campuses and nearly four-hundred student activists joined NYSUT, the Professional Staff Congress representing the CUNY faculty, CUNY's University Student Senate, and SUNY's community colleges to advocate better public higher education support to state lawmakers. In conjunction with our NYPIRG chapter, New Paltz sent two-dozen students and five UUP members to the state capitol: Chapter President Peter Brown, Professional Delegate Donna Goodman, Sociology Chair Brian Obach, Sociology Professor Peter Kaufman, and former Chapter President Glenn McNitt.

The following six points were stressed to representative State Senators and Assembly members:

- 1.) Invest in CUNY senior colleges and SUNY state-operated colleges to add full time faculty and improve student outcomes.
- 2.) Keep community colleges full opportunity colleges and give them the resources they desperately need.
- 3.) Make TAP work for all students- and for CUNY and SUNY.
- 4.) Pass the comprehensive NY DREAM Act (s.2378).
- 5.) Fully restore State funding for SUNY's teaching hospitals.
- 6.) Increase capital investment at CUNY and SUNY and fully fund critical maintenance needs.

Chapter Intern Jaime Burns and Chapter President Peter Brown.
Photo by Donald Feldstein



2013–2015 Chapter Election Results

UNITED UNIVERSITY PROFESSIONS OFFICIAL 2013 ELECTION REPORT NEW PALTZ CHAPTER (40821)

PRESIDENT AND DELEGATE

Candidate	Total	Rank
Brown, Peter D.G.	170	X
Miller, Jeffrey L.	3	
McNitt, F. Glenn	2	
Schulte, Scott F.	2	
Laufer-Turk, Stella	1	
Obach, Brian K.	1	
Frivolous - Ineligible	1	

VICE PRESIDENT FOR ACADEMICS AND DELEGATE

Candidate	Total	Rank
Flayhan, Donna P.	97	X
McNitt, F. Glenn	2	
Miller, Jeffrey L.	2	
Sharp, John I.	1	

VICE PRESIDENT FOR PROFESSIONALS AND DELEGATE

Candidate	Total	Rank
Pollard, Jeffrey S.	70	X

SECRETARY

Candidate	Total	Rank
Walker, Lucille A.	128	X
Lempka, Wayne W.	47	
Hanley, Edward K.	2	
Frivolous - Ineligible	1	

TREASURER

Candidate	Total	Rank
Havranek, Gwen G.	132	X
Sims, Shannon E.	53	
Dunefsky, Alan	2	
Frivolous - Ineligible	1	

PROFESSIONAL DELEGATE

Candidate	Total	Rank
Saunders, Kevin	62	01
Dunefsky, Alan	52	02
Goodman, Donna	50	03
Kelder, Richard B.	50	04
Smith, Linda K.	43	05
Malloy, Michael G.	34	06
Lempka, Wayne W.	20	07
Schulte, Scott F.	1	08

GRIEVANCE OFFICER

Candidate	Total	Rank
Shock, Vika F.	108	X
Malloy, Michael G.	67	
Fialkow, Lawrence A.	2	
Mimlitsch-Gray, Myra T.	1	
Weatherly, Michael W.	1	
Frivolous - Ineligible	1	

OFFICER FOR CONTINGENTS

Candidate	Total	Rank
Wilson, Beth E.	123	X
Malloy, Michael G.	54	
Fallek, Maryann	2	
Frivolous - Ineligible	1	

ACADEMIC DELEGATE

Candidate	Total	Rank
Obach, Brian K.	102	01
Miller, Jeffrey L.	98	02
McNitt, F. Glenn	95	03
Wilson, Beth E.	88	04
Salend, Spencer J.	84	05
Hain, John H.	72	06
Puretz, Susan L.	71	07
Rietsma, Carol S.	4	08
Aspengren, Yvonne J.	3	09
Wallace, Pamela J.	2	10
Lefkowitz, Joel K.	2	11
Fallek, Maryann	2	12
Schniedewind, Nancy	1	13
Caskey, Kevin R.	1	14
Nash, Alison	1	15
Gorlewski, Julie A.	1	16
Kelly, Suzanne M.	1	17
Sharp, John I.	1	18
Noble, Patricia U.	1	19
Vargas, Michael A.	1	20
Rudnitski, Rose A.	1	21
Thomas, Beth A.	1	22
Kelder, Richard - Ineligible	1	
Lempka, Wayne - Ineligible	1	

**Congratulations to all
Executive Committee
members and delegates!**



EMPIRE PLAN PREVENTIVE CARE COVERAGE

NYSHIP's Empire Plan for enrollee groups that have lost grandfathered status under the federal Patient Protection and Affordable Care Act (PPACA) includes provisions for expanded coverage of preventive health care services. The charts below summarize preventive services covered with no copayment when received from an Empire Plan participating provider.*

Children

Yearly preventive care (well child) visits that include height, weight and body mass index measurements, developmental screenings, behavioral assessments and medical history are covered, as well as the screenings, tests, counseling and vaccines** listed below.

Note: Vaccines purchased at a pharmacy are not covered.

Screenings • Tests • Counseling

- Certain newborn screenings including but not limited to: thyroid disease, phenylketonuria (PKU), sickle cell disease and hearing
- Gonorrhea preventive topical eye medication for newborns
- Developmental/autism screening
- Hematocrit or Hemoglobin and blood pressure screenings
- Cholesterol and lipid screening for children at higher risk
- Lead exposure screening
- Tuberculosis screening
- Visual acuity screening for children under age 5
- Hearing screening
- Obesity screening and counseling for children age 6 and older
- Screening for major depressive disorders
- HIV screening and sexually transmitted infections (STIs) screenings and prevention counseling for adolescents at higher risk
- Cervical dysplasia screening when necessary

Vaccines

- Hepatitis A
- Hepatitis B
- Tetanus, Diphtheria, Pertussis (Td/Tdap)
- Influenza (flu)
- Haemophilus influenza type b (Hib)
- Poliovirus (polio)
- Measles, Mumps, Rubella (MMR)
- Rotavirus
- Varicella (Chickenpox)
- Meningococcal polysaccharide (Meningitis)
- Pneumococcal conjugate (Pneumonia)
- Human Papillomavirus (HPV)

Adults

Yearly preventive care physical exams are covered, as well as the screenings, tests, counseling and vaccines** listed below.

Note: Vaccines purchased at a pharmacy are not covered.

Screenings • Tests • Counseling

- Cholesterol and lipid screening beginning at age 20 for high risk adults
- Screening for diabetes in those adults with high blood pressure
- Colorectal cancer screening including fecal occult blood test, sigmoidoscopy and colonoscopy, beginning at age 50 to 75
- Screening for depression
- Screening for gonorrhea, chlamydia, syphilis and HIV
- Counseling for sexually transmitted infections (STIs)
- Screening and counseling for alcohol misuse, tobacco use, obesity, diet and nutrition **in a primary care setting**
- Screening for abdominal aortic aneurysm in men age 65 to 75 who have ever smoked
- Bone density test to screen for osteoporosis for women at risk, age 60 or older
- Breast cancer screening mammography every 1 to 2 years for women, beginning at age 40
- Counseling and evaluation for genetic testing of women for BRCA breast cancer genes
- Counseling women at high risk of breast cancer for chemoprevention
- Screening women for cervical cancer including Pap test
- Prenatal screenings including, but not limited to: iron deficiency anemia, bacteriuria, Hepatitis B, Rh incompatibility, syphilis, gonorrhea, chlamydia

Vaccines

- Hepatitis A
- Hepatitis B
- Measles, Mumps, Rubella (MMR)
- Tetanus, Diphtheria, Pertussis (Td/Tdap)
- Varicella (Chickenpox)
- Influenza (flu)
- Pneumococcal conjugate (Pneumonia)
- Meningococcal Polysaccharide (Meningitis)
- Human Papillomavirus (HPV)
- Herpes Zoster (Shingles)

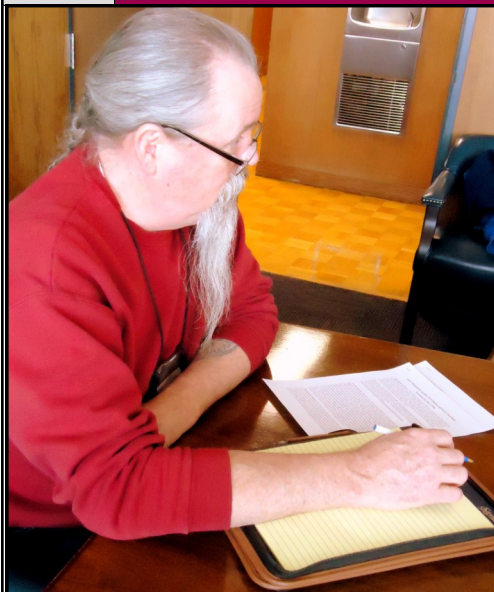
Copayment applies if under age 60

*Preventive services as described in the United States Preventive Services Task Force A and B Recommendations, the Advisory Committee on Immunization Practices (ACIP) under the Centers for Disease Control and Prevention (CDC), and the Health Resources and Services Administration (HRSA) Guidelines, including the American Academy of Pediatrics Bright Futures Periodicity Schedule.

**Doses, recommended ages and recommended populations vary

Visit these web sites to learn more: www.healthcare.gov/law/provisions/preventive/index.html • www.hhs.gov/safety/index.html

Please note that the preventive health care services listed above are not recommended for everyone. Vaccine recommendations change. You and your health care provider should decide what care is most appropriate. For specific benefit coverage details and limitations, refer to your plan documents or call The Empire Plan toll free at 1-877-7-NYSHIP (1-877-769-7447).



Labor-Management Meeting Notes, March 21, 2013

By Ed Hanley, Chapter Secretary

Administration Attendees: Provost Phillip Mauceri, Assistant Vice President Michele Halstead, Chief of Staff Shelly Wright, Human Resources Director Dawn Blades, Human Resources Associate Director Jodi Papa

UUP Attendees: President Peter D.G. Brown, Vice President Linda Smith, Vice President Jeff Miller, NYSUT Labor Relations Specialist William Capowski, Secretary Ed Hanley

Provost Mauceri opened the meeting by reiterating a point previously made in another forum. Specifically, that the administration will not discuss contract-related issues (in this instance, agenda items 3 & 5) until after an agreement between UUP and New York State has been ratified. Acknowledging

the administration's prerogative to remain silent on issues it did not wish to discuss, President Brown reiterated that it was still the union's prerogative to set the agenda for these meetings.

1. Over-use of Temporary Appointments. It appears that new employees are too often given a temporary appointment when first hired at the College. UUP asks that the College refrain from such routine over-use of temporary appointments in instances where the position is clearly not intended to be a temporary one.

Brown opened the discussion by noting that appointments are governed by the provisions of the agreement between UUP and NY State. He also noted that he and LRS Capowski had been looking into reports of full time employees repeatedly being offered temporary appointments. Though not yet complete, research thus far revealed that some employees had indeed received multiple, consecutive temporary appointments, a practice that seems to have first started some years ago. Associate Director Papa stated it would be helpful to know who these employees were, as HR was not aware of anyone in that situation. After noting the accepted uses of temporary appointments, Capowski asked if there was in fact a practice of putting full-time employees on temporary appointments. Director Blades stated "yes." Capowski pointed out that such a practice appears to fall outside the guidance governing the use of temporary appointments specified in the *SUNY Policies of the Board of Trustees*. He also noted this practice has negative consequences for the affected employees. Blades indicated she would look into the matter to determine how and why this practice got started in the first place.

2. Appointment Letters. According to Article XI of the *SUNY Policies of the Board of Trustees*, only the "chief administrative officer of a college" has the authority to make appointments. There have been a number of recent instances where the appointment letters were not issued by the College President. UUP asks that all appointment letters come from the College President.

Brown noted there is no language in the SUNY policies that allows this task to be delegated. Blades indicated she had looked into this and had been advised by SUNY Central that, although the President cannot delegate the responsibility for making such appointments, he can delegate the task of signing the letters. In the future, the wording of appointment letters will be changed to reflect "on behalf of" as appropriate. Capowski thanked Blades for the information and stated his intention to check this apparent solution against a similar matter currently under consideration by NYS Public Employee Relations Board (PERB), to ensure it was indeed satisfactory.

3. Furlough Days. According to the Tentative Agreement reached last month between UUP and New York State, "Employees will have their salary reduced by the value of a total of nine days over the course of fiscal years 2013-2014 and 2014-15. Once the reductions begin, employees shall be scheduled to take off a total of two days during the course of those fiscal years by determination of each campus president. Such determination shall be within the sole discretion of each campus president." Although this agreement has yet to be ratified, in view of the Governor's insistence that any

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contract with public employees' unions must contain at least several furlough days, how does the College President intend to implement furloughs as part of any deficit reduction plan?

Brown briefly summarized union concerns on the matter, highlighting in particular the difficulties that furloughing academics is likely to entail. Capowski concurred, noting that while furloughing professionals should be relatively straight-forward, this would likely not be the case with academics. Brown also noted the impact furloughs were likely to have on morale, a concern seconded by VP Miller. Chief of Staff Wright pointed out that the campus had previously received very specific instructions regarding how furloughs were to be handled for members of other bargaining units. She was unsure what guidance would be received in the case of UUP members. Mauceri stated that he appreciated the union's comments and concerns on this issue.

4. Course Load for Lecturers. At previous meetings, we discussed the course load for lecturers, which UUP maintains is not only unusual within SUNY and excessive, but harmful to faculty and students alike. We were told that lecturers only rarely teach a 5-5 course load. UUP requested data from the College Administration on the actual course load of our current lecturers. We are still waiting and would appreciate receiving this data on the actual number of courses being taught by lecturers at SUNY New Paltz during the 2012/2013 academic year.

Brown briefly reviewed a supplementary handout (see page 10), "Course Load for Full-Time Lecturers at SUNY Comprehensives," that had been provided to help inform the discussion on this agenda item. He then stated he would either like to see some research indicating that the 5/5 course load has some educational value or, absent that, a reduction in that course load. Mauceri noted that Executive Assistant to the Provost Gould was currently in the process of determining the number of lecturers actually teaching a 5/5 load. Though she was not yet finished, initial indications were that not many people actually taught a 5/5, so the practice does not appear to be widespread. Miller asked if the administration would share the data when Gould's research was complete. Mauceri stated it would, and in return asked Miller to share similar data the union was attempting to collect. Noting that the union's input on this was appreciated, Wright indicated the administration would also be following up with the other SUNY Comprehensives to solicit further information. Mauceri indicated he was not convinced this workload issue was as bad as it has been portrayed. Brown concluded by asking that the ongoing process of information gathering be expedited.

5. DSIs. UUP suggests that the College administration consider distributing some form of salary increase to those meritorious employees who applied for and were approved for DSI after the previous Agreement between New York State and UUP expired on July 1, 2011. While there may be no contractual resources available, the College has other resources at its disposal to boost retention and low faculty morale. The College administration would do well to use its resources not just to hire new faculty, but also to compensate existing employees who have been performing outstanding work here for many years.

Again focusing on the morale aspects of this issue, Brown stressed the importance of doing something for those employees who should have and would have received DSI during the past two years, had it not been for the expiration of the previous agreement. Miller pointed out that the lack of DSI is particularly problematic for junior faculty and might actually be a factor in decisions about whether or not to teach at New Paltz. The status of DSI in any new contract notwithstanding, Capowski pointed out that under the still-in-force Article 20.12 of the *Agreement*, nothing prevents the administration from granting upward adjustments to employee salaries. Wright indicated that no position on the issue had yet been taken. Mauceri concurred, also observing that while no formal discussions may have taken place yet, this does not mean people aren't thinking about the issue. Wright stated that the administration is aware of people's concerns, a view seconded by Mauceri.



Contingent Concerns Labor-Management Meeting Notes: March 19, 2013

By Beth Wilson, Contingent Concerns Committee Co-Chair

UUP Attendees: Chapter President Peter D.G. Brown, Contingent Concerns Committee Co-Chair Beth E. Wilson
Administration Attendees: Provost Phillip Mauceri, Executive Assistant to Provost Deborah Gould, Human Resources Director Dawn Blades, Associate Human Resources Director Jodi Papa

1. Follow-up on adjunct office(s) in Wooster Science Building, and other plans to provide supported space for adjuncts on campus.

The Provost reported a conversation with John Shupe about the Wooster renovation plans, to the effect that there were plans for adjunct office space allotted by individual department needs. After questions from UUP regarding the fate of the formerly shared office space, or whether the only adjunct space in Wooster will be in the individual departments, Mauceri said that he would follow up with Shupe for more specific details to follow.

Wilson raised the more general issue of having some shared adjunct space available, whether in Wooster or somewhere else on campus, and that such a space/spaces should be planned for as the College moves forward with plans for new buildings and renovations of existing spaces.

2. Follow-up on fees charged to part-time UUP employees taking advantage of the Space Available Tuition Waiver program.

Blades said that the administration is still looking into the situation. Wilson presented anecdotal information from UUP members who had participated in the program. They often had paid several hundred dollars in fees in order to take a tuition-free course, and asked why these fees seem to be charged only to part-time employees, but not to full-timers. In addition, some who paid the technology fee found that after their course registration was processed, their computer accounts were changed to student status—which cut them off from necessary online access to teach their courses. Discussion then focused on the problem of clarifying how individuals are classified when they are simultaneously employees and students. Brown noted that care needed to be taken to make certain that they retain their primary identity as employees.

3. Does the administration have a projection of how many adjuncts will be hired in the coming academic year? Will there be fewer adjuncts as a result of new full-time hires?

Mauceri stated that the administration would not know total numbers until sometime closer to the end of classes, when the final decisions will be made regarding new lines. It is dependent on how the statewide budget and the internal SUNY allocations are made.

4. Following up on #3, what would be the net effect for individuals if the College maintained the same total amount for its adjunct teaching budget, but distributed the funds across the smaller number of part-time teachers resulting from the new full-time hires?

Mauceri expressed sympathy for the concept, but said that he did not want to address the needs of one group without taking into account the issues related to full-time salary compression and other factors.

Brown pursued the erosion of adjunct salaries over time, pointing out that in 1970, an adjunct was paid \$1,000 per three-credit course and the College President was paid \$32,000, a 32:1 proportion. Today, the proportion is more like 80:1. Similarly, the gap between full- and part-time teaching faculty has grown over time. How can we address this growing inequity? How can adjuncts effectively bargain for their salaries?

Mauceri responded that it is not within his purview to tell adjuncts what to do, but that the administration is never going to have a process outside of the percentage increases that are in the contract. New Paltz is already near the top of the regional market in terms of the going per-course adjunct rates. Now, if the adjuncts were being paid below a

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rate stipulated in the statewide contract, we would then raise them. In the meantime, Provost Lavallee established the policy, when he raised the base rate a number of years ago, that the base rate paid to adjuncts would thereafter be tied to any contractual increases, and that remains the College's official policy.

5. Has there been progress in identifying adjuncts who could/should receive academic year appointments for 2013-14? Has the administration been informing/encouraging department chairs to offer year-long appointments were possible?

Gould said that the contracts were in process, and that they were trying to issue academic year appointments where they can. The administration anticipates that there will be a larger number of such contracts offered than in recent years.

The question of the mandatory trainings was then raised, with UUP asking if there would be options for part-timers to do the training. Blades reported that statewide there have been mixed results so far—that two different campuses were audited by the State to ensure compliance with the training mandate. In one case a campus using an online alternative was approved, but in another case this was disallowed by a different auditor. At this time, Hampton Chauncey is working to have a version of the mandatory training made available online, via Blackboard. Such availability will be subject to audit, so there is no way of knowing whether it will remain an option over time. The mandate from the State is that every State employee must complete the training at least once every year.

Contingent Concerns Labor-Management Meeting Notes: April 16, 2013

By Beth Wilson, Contingent Concerns Committee Co-Chair

Administration Attendees: Provost Phillip Mauceri, Executive Assistant to Provost Deborah Gould, Human Resources Director Dawn Blades, Associate Human Resources Director Jodi Papa

UUP Attendees: Chapter President Peter D.G. Brown, Contingent Concerns Committee Co-Chairs Ed Felton & Beth E. Wilson, NYSUT Labor Relations Specialist William Capowski

Before the prepared agenda was addressed, Blades asked to speak to a concern with the terminology being used to describe the meeting. Restating issues raised at a previous labor-management meeting, she complained that the agenda arrived with the title "Contingent Concerns Labor-Management Agenda," despite the administration's assertion that in the *Agreement between UUP and NYS*, these meetings are described as dealing only with "part-time issues." She reiterated that the State does not recognize a category of employment called 'Contingent.' Whenever there is a question, the administration will revert to the language of the contract.

UUP pointed out that in accordance with the previous request, the content of the agenda did include only items related to part-time employees, although this venue had a long history of addressing both: part-time professional and teaching faculty, as well as the issues of full-time, non-tenure track (contingent) lecturers, since their issues often align. Within the union's structure, the agenda for this meeting is generated by the Contingent Concerns Committee, and thus that is the way that we refer to the meeting. UUP is complying with the administration's request at this point, but maintains the option to revisit this arrangement, depending on how well the lecturer issues continue to be addressed under the new division demanded by the administration.

1. Follow-up on Space Available Tuition Waiver course fees charged to adjuncts.

Blades reported that the Technology Fee currently paid by part-timers, but not by full-timers, was \$184. In addition, part-timers were being charged for a Health Services fee and an Athletic fee, which together total about \$75. Blades quoted the contract language describing the Space Available program, which states that the employee will be responsible for "all associated fees" beyond the tuition. In light of this, the administration has examined the whole program, and has decided to waive the Health Services and Athletic fees for all UUP bargaining unit members who take advantage of the Space Available program. However, henceforth the Technology Fee will be charged to ALL members who participate. This is a new fee to full-time members, who previously did not pay any Technology Fee.

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Capowski pointed out that while this is an accurate reading of the contract language, it represents a significant change from past practice, at least as concerns the full-timers, and is thus a **policy** decision.

Felton said that our request to waive the fees for part-timers seemed like a positive action. It now appears that just because we raised an issue seeking equity for our part-time members, the administration has decided instead to penalize the full-timers.

Blades asserted that the administration needed to examine this issue—for which there is very little documentation regarding how it was established—with an eye to campus-wide policy. The administration makes access to taking courses available to many employees across the campus, and wants to maintain a consistent policy campus-wide.

Wilson pointed out that the Space Available program exists within the UUP contract as something quite different from arrangements made by other bargaining units. As Capowski had pointed out at a previous meeting, this is a benefit that is essentially provided by our members for our members. It seems to abrogate the spirit of the contract provision, which was established when such fees were nominal. Given the shift to higher and higher fees, many of which are charged in lieu of raising tuition over the years, charging these fees for technology access, which our members already have, seems both excessive and unwarranted.

2. Has there been any consideration of what will happen to the DSI dossiers submitted by part-timers for 2011 and 2012? How many such dossiers have been submitted for those years?

Gould stated that 24 DSI dossiers from adjuncts had been processed for the 2011 activity year. The dossiers for 2012 have not yet been received by the Provost's office, so that total number is not yet known.

Wilson pointed out that historically a very small percentage of adjuncts applied for DSI, and that the amount offered from the administration was very modest—a \$400 lump sum, with a subsequent \$100 per credit increase on base. In addition, virtually all of the adjuncts applying for the award received it. Could the administration take under consideration the significant effort made by those applying for DSI into account, and find a way to recognize their documented efforts to maintain and improve their teaching performance?

Brown calculated that awarding each of these 24 part-timers a \$400 award would cost the College less than \$10,000—a miniscule amount, given the overall size of the budget.

Mauceri promised to look into the matter further, noting that if he were entirely unwilling to consider it, he would have just said no. We should take this as an encouraging sign.

3. Follow-up on supported adjunct office spaces.

Following up on a topic raised at the previous labor-management meeting, Mauceri clarified that the renovated Wooster Science Building will have dedicated adjunct spaces in the individual departments housed there, but no 'group' space has been included. He will continue to speak with Deans and Department Chairs to encourage them to provide office space for their adjuncts.

Felton pointed out that in some departments, the chair may indicate that they do supply an 'adjunct space,' but that in reality these spaces may be very minimal—sometimes just a desk in a corner of the department office that is used by student workers much of the time. Wilson raised the related issue that there is never an allocation made to purchase up-to-date computer equipment for adjunct use. Adjuncts are typically provided with older, cast-off equipment from the full-time faculty. She reiterated the need for at least some general adjunct support spaces on campus, perhaps somewhere in the renovated Library.

Brown suggested that if Mauceri could poll the department chairs, UUP could poll the adjuncts. Then we could create a bigger picture to know where there were the greatest needs, which could then be addressed on an expedited basis. Mauceri agreed, adding that it would be good to also know how these adjunct spaces are actually being used: how much time are the adjuncts spending in these spaces? Both sides agreed to follow through with this more specific survey.



Department Chair Spotlight: Glenn Geher, Psychology By Jaime Burns, Chapter Intern

When Glenn Geher started his undergraduate career at the University of Connecticut, he figured his psychology degree would be used towards becoming a therapist. “I thought psychologists and therapists were synonymous.” Once he took his introductory course, he discovered the very science-oriented aspect of the liberal arts degree, “about neurological activity, research, and statistics.” He soon found his interest in research psychology and teaching, and pursued the field at the University of New Hampshire, where he taught courses as an instructor and pursued a PhD in Social Psychology.

His interest in Evolutionary Psychology developed when he arrived at SUNY New Paltz, but received its fundamental grounding in his undergraduate and graduate work. During his time at the University of Connecticut, he admired his

course on the evolution of animal behavior, but he wished to look at human psychology instead in his own research. As the evolutionary psychology field boomed in the 1990s, he attended a lecture by David Buss, who wrote *The Evolution of Desire: Strategies of Human Mating*, and the material coincided with his post-graduate relationship research. “It was very good for me to see the field was growing and matched my interests.”

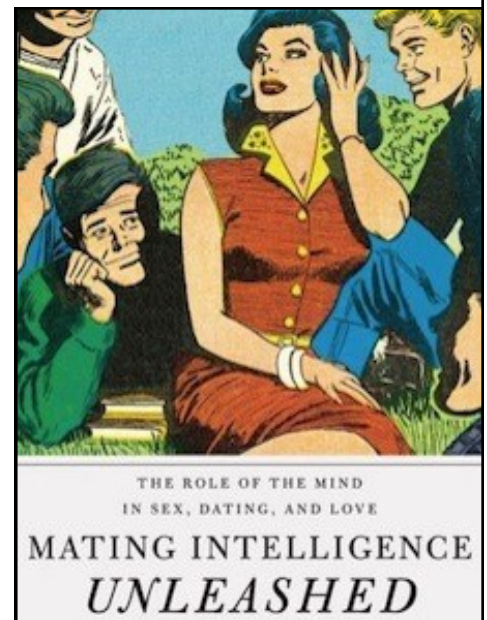
When he and his wife, Kathy Geher (Psychology Lecturer and Director of the SUNY New Paltz’s Dual-Diploma program) received their PhDs in 1997, it took a few tries to find the right university. “Getting an academic job is very competitive and tough. To get one where you want to live is difficult.” When he found the opening in the SUNY New Paltz Psychology Department, he applied and joined the faculty, “partly because of geography and partly the type of school it was.” As a New Jersey native, he had heard of New Paltz and admired its academic environment.

Soon after joining the faculty, Glenn Geher discovered and acted upon his passion for evolutionary psychology, a field following the premise that human behavior should be understood by psychological patterns that correspond to reproductive success. His research addresses the interface of human mating and cognitive processes: mating intelligence.

He created an Evolutionary Psychology course and started the Evolutionary Psychology lab, attracting undergraduate and graduate students to develop constant projects in the field. His most recent book is *Mating Intelligence Unleashed*, co-written with Scott Barry Kaufman, published this past January.

Along with witnessing the rise of Evolutionary Psychology, Glenn Geher was also instrumental in the expansion of the field in the Northeast. In 2007, he helped launch the North Eastern Evolutionary Psychology Society (NEEPS) and started the Evolutionary Studies program on the SUNY New Paltz campus. He has continued to collaborate with David Sloan Wilson, Distinguished Professor of Biological Sciences and Anthropology at Binghamton University, to develop New Paltz’s program, based on Binghamton’s model, and to expand evolutionary studies to other schools. Collaborating with Jennifer Waldo of New Paltz’s Biology Department, Glenn helped secure a large National Science Foundation grant.

Today, Evolutionary Studies continues to grow and develop into a strong interdisciplinary program. Courses approach unique fields with an evolutionary edge, including English, Art History, and Theatre Arts. The program’s



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seminar series features speakers in different fields, ranging from historical revolutions to the science behind yawning. Geher sees the success of the program stemming from its unique interdisciplinary edge: “Most interdisciplinary programs are content-centered. EvoS starts with a basic idea, the principles of evolutionary theory, and connects courses not based on content-similarity, but how they can utilize this power set of ideas that have the capacity to connect several academic areas. It’s a set of principles that drives the academic program, rather than content. That’s what makes it exciting and interesting with students.”

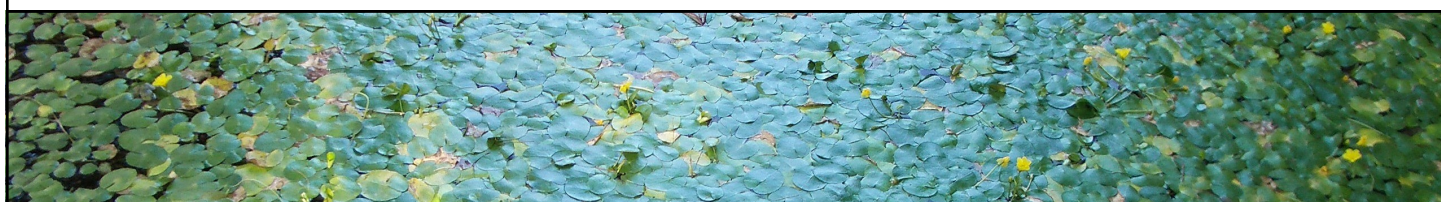
The Psychology department also continues to grow at a significant rate. While student numbers at SUNY New Paltz match national trends, interest in psychology increased dramatically, nearly doubling its majors in the last six years. The department prides itself in strong student-faculty research, frequent presentations at conferences and a great record of students getting into advanced graduate programs. Glenn Geher knows the College recognizes the growing department, because the department can hire more faculty members. However, he expressed surprise that the SUNY New Paltz website lists Psychology as the top undergraduate program. “I’ve got to put that on my Facebook!”

Early on at SUNY New Paltz, Glenn Geher used to attend union meetings and workshops. “You always have an invested interest in the union,” but he has found himself having less time to devote to the important projects that UUP addresses. “I’m glad other people prioritize the union, and I fully appreciate and benefit from their work.”

Outside of his academic life, Glenn leads his life by a “life is short, play hard” motto. For the past seven years, he has rocked out as the lead guitarist of Questionable Authorities, the faculty punk rock band that performs at popular New Paltz hot spots. He stays physically active by running, hiking, and skiing. He has participated in a few marathons, such as the Trail’s End, the Cape Cod Times and the Dutchess County Classic. He oversees the Alumni Hiking Committee, which coordinates an annual hiking trip with SUNY New Paltz alums.



One only needs to look at his faculty profile to obtain a clear sense of Glenn Geher as professor, father, outdoorsman, and more. Anything he uses often or treasures finds its way onto his internet space. “It’s the easiest way for me to find stuff. If I have it on a website, I know exactly where it is. The stuff that matters to me, I put it up on the web.” His online profile succinctly merges the professional and personal, just as his active life and passionate field of research work hand-in-hand.





Lecturer Spotlight: Suzanne Kelly, Women's, Gender & Sexuality Studies

By Jaime Burns, Chapter Intern

Pursuing feminist philosophy and other interdisciplinary feminist studies was simply an “organic path” for the Women’s, Gender & Sexuality Studies Lecturer. As an undergraduate, Dr. Suzanne Kelly was inspired by her philosophy professor at Bradford College, Margaret Walsh, who led her to feminist studies by way of a major in philosophy and a minor in Gender Studies (a Gender Studies major was not an available option). She originally started her Master’s work in philosophy at the New School for Social Research, but when the institution offered a Gender Studies and Feminist Theory degree, she switched over and found her grounding in the discipline.

Later, Dr. Kelly finished her interdisciplinary Ph.D. at Florida Atlantic University (FAU). She found her way to FAU through the feminist philosopher Teresa Brennan, her mentor at the New School. “Teresa devised the Comparative Studies Ph.D. and was able to draw in wonderful minds to the program.” There

she had the opportunity to study with Gloria Anzaldúa, Jane Caputi, Linda Alcoff and Nawal El Saadawi, among others. While inspired by feminist philosophy, she now sees her work as more interdisciplinary. “I came into it that way, but I’m not traditionally trained in feminist philosophy, although I’m heavily influenced by it.”

Today, her academic research and mainstream publications draw upon her feminist philosophical background to explore the intersections of feminism, the body and the environment, most recently thinking about “dead bodies that matter,” advocating for green burial, and environmental justice. Much of her work is inspired by a “feminist environmental ethic” that public intellectuals like Vandana Shiva, Jane Caputi and Val Plumwood have worked to shape. “I’m drawn to feminist thinkers whose ideas reflect a range of influences, like ecology, mythology, art, poetry and popular culture.”

During her graduate studies, Suzanne Kelly worked briefly at SUNY New Paltz. After receiving her Master’s, she taught “Women: Images and Realities” in 1996 before pursuing her interdisciplinary Ph.D. While writing her dissertation in 2003, she moved back to the Hudson Valley and began teaching as an adjunct for Women’s Studies. She first became a lecturer as a sabbatical replacement in 2008. That same year she received the part-time Liberal Arts and Sciences Award for excellence in teaching. When Professor Amy Kesselman retired in 2012, Dr. Kelly filled up part of the absent full-time line as a three-quarters lecturer.

Student Association members and other advocacy groups are currently advocating for granting departmental status to Women’s, Gender & Sexuality Studies, but the program has always struggled with its status. Professor Kesselman was the only full-time faculty member hired solely for the WGS program, and only about seven years ago did the College begin to hire half-lines, starting with Heather Hewett.

Although there are now five full-time faculty members—Karl Bryant (Sociology), Kathleen Dowley (Political Science), Heather Hewett (English), Edith Kuiper (Economics) and Meg Devlin O’Sullivan (History)—they split their time between their home departments, where they receive tenure, and WGS. The hiring trend diversifies the program, but “that’s only one way that interdisciplinarity can manifest itself,” Dr. Kelly observed.

Despite Suzanne Kelly’s Ph.D., her interdisciplinary degree is outside any of the traditional SUNY New Paltz departmental parameters, making it challenging to qualify for a job here. Her only opportunity would be through WGS Studies since the program is interdisciplinary and best corresponds with her research. “There’s no job even for me to apply for.” Instead, as a three-quarters lecturer, she teaches a 3-3 course-load, three 4-credit courses and three 3-credit courses per year, with a reduced Lecturer’s salary. And this year she is also the Coordinator of WGS’s biennial conference, “Reproductive Justice – 40 Years After Roe v. Wade.” She could not imagine handling the workload of a full-time 5-5 lecturer. “It’s a cruel amount of work.”

Continued on next page

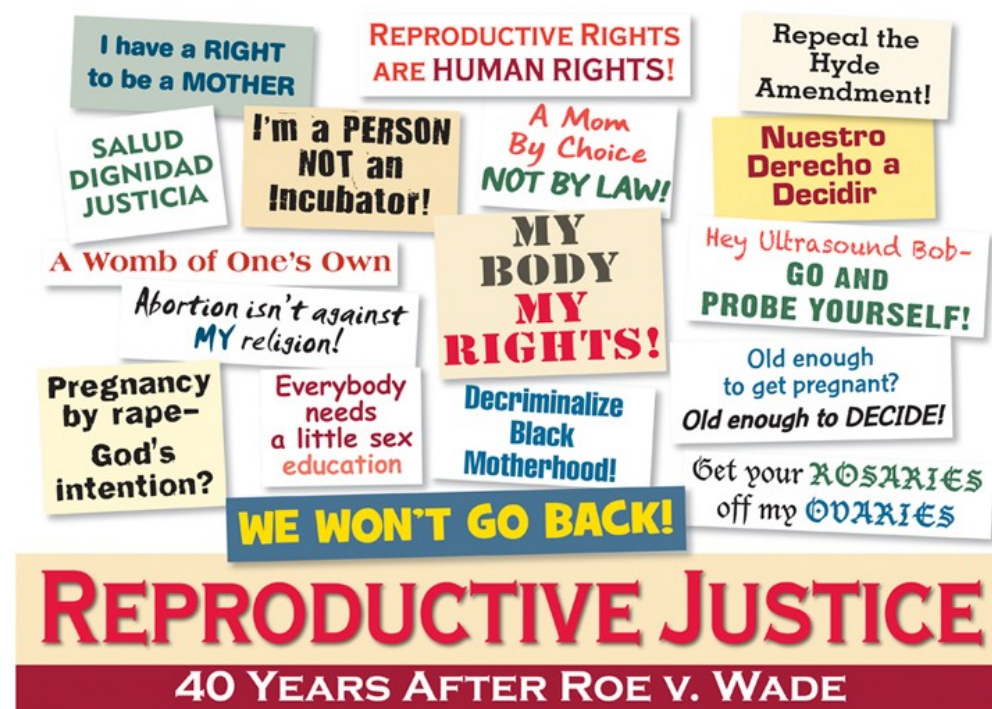
She shares many of the burdens of her contingent counterparts. She remembers when the institution would predictably fill adjunct lines, when adjuncts knew year-to-year that their contracts were not on the line, that they would still have their job, even without such language in print. In particular, WGS always needed adjuncts because, apart from Amy Kesselman, there were no other tenure track lines.

When serious budget problems hit SUNY five years ago, there were severe adjunct cuts that eliminated any semblance of minimal "job security." There used to be more adjuncts than full-time faculty members, now the numbers are nearly even. Suzanne recognizes the overall benefits of increasing full-time lines across the campus, even with the obvious need for some contingent labor force, but "it would have made more sense, if they were to decrease the number of adjuncts, as they did, to increase the pay for those who were left. But their plan has not proved to be beneficial for contingents."

As part of her professional obligation, Kelly stays on top of program activities by attending faculty meetings, contributing to the program's curriculum development, working with students outside of her contracted hours and participating in numerous program events. Fortunately, WGS Studies encourages contingent participation. "I attend many meetings because our voices are important. But it can end up being a lot of extra work. It doesn't add to your contract, it doesn't add to making more money. Class sizes have increased, which makes for more work at the same low pay and to add insult to injury we haven't received discretionary salary increases for the last three years. For full-time professors, service and publishing provides more money. Like other contingents, I do many of these things, but I don't get more money for my job from doing them. I don't even get the satisfaction of knowing I'll have a job in the future."

In previous years she has served on the UUP's Contingent Concerns Committee. "WGS is grounded in activism, so it's an easy sell over here. Still, it's been tough to get other part-timers on the committee." She will also be speaking on contingent concerns at the May Day \$5K event on May 1. Even with her personal motivations for union activism, she sees the trend: "Contingents most likely want to come to teach their classes and leave. Our time is precious because we get paid so little." As such, it's difficult to create a unified part-time force, and she cannot predict what current movements for adjunct job security and compensation will bring.

"I don't know what's going to happen. I know the union is fighting for more money. You dignify people's work by paying them what their work is worth. It's really that simple. You can do it for a time, because you love doing it. It's a very hard thing to endure. It is that much work, that little pay, and the job security is getting worse. This is happening all over the country, but it's shameful right here at SUNY, and it's mind-boggling to me that it continues."



Dr. Kelly is organizing the 30th Women's Studies Conference at SUNY New Paltz, taking place Saturday, April 27, 2013.

The 30th Women's Studies Conference at SUNY New Paltz

Saturday, April 27, 2013 • SUNY New Paltz

Chapter Committees 2012-2013**Affirmative Action Committee**

Jerry Persaud, Comm. & Media, 257-2631, persaude@newpaltz.edu (chair)
Elissa Greene, Design & Construction, 257-3309, greenee@newpaltz.edu
Patricia Noble, Comm. & Media, 257-3450, noblep@newpaltz.edu
Claudette Aldebot, Residence Life, 257-5501, aldebotc@newpaltz.edu
Wayne Lempka, Art Museum, 257-3845, lempkaw@newpaltz.edu

Communications Committee

Rachel Rigolino, English, 257-2731, rigolinr@newpaltz.edu (chair)
Beth Wilson, 257-3896, Art History, wilsonb@newpaltz.edu
Jacqueline DuBois, Financial Aid, 257-2598, duboisj@newpaltz.edu
Marcia Tucci, Advising, 257-3044, tuccim@newpaltz.edu
Abigail Robin, English (ret.), robina@newpaltz.edu
Susan Lehrer, teachers@newpaltz.edu

Community Outreach/Coalition Building

Donna Goodman, Development (ret.), 255-5779, goodmand@newpaltz.edu (chair)
Claudette Aldebot, Residence Life, 257-5501, aldebotc@newpaltz.edu
Abigail Robin, English (ret.), robina@newpaltz.edu
Elissa Greene, Design & Construction, 257-3309, greenee@newpaltz.edu
Emily Trapp, IMS, 257-3634, trappe@newpaltz.edu
Beth King, Career Resource Center, 257-3278, kingb@newpaltz.edu
Joshua Simons, CRREO, 257-2845, simonsj@newpaltz.edu

Contingent Concerns Committee

Ed Felton, Art/Wood Design, 257-2792, feltone@newpaltz.edu (co-chair)
Beth Wilson, Art History, 257-3896, wilsonb@newpaltz.edu (co-chair)
Yvonne Aspengren, Languages, Literatures & Cultures, aspengry@newpaltz.edu
Alan Dunefsky, Development, 257-3986, dunefska@newpaltz.edu
Salvatore Engel-Di Mauro, Geography, 257-2991, engeldis@newpaltz.edu

Legislation/Political Action

Glenn McNitt, Political Science, 257-3553, mcnittfg@newpaltz.edu (chair)
Irwin Sperber, Sociology, 257-2772, sperberi@newpaltz.edu
Kevin Caskey, Business, 257-2659, caskeyk@newpaltz.edu
Rosemary Millham, Secondary Ed., 257-3118, millhamr@newpaltz.edu

Membership Development Committee

Alan Dunefsky, Development, 257-3986, dunefska@newpaltz.edu (co-chair)
Spencer Salend, Educational Studies, 257-2842, salends@newpaltz.edu (co-chair)
Shannon Roddy, Foundation, 257-3244, roddys@newpaltz.edu
Ed Felton, Art/Wood design, 257-2792, feltone@newpaltz.edu
Kevin Saunders, Computer Services, 257-3893, saunderk@newpaltz.edu

New Priorities Committee

Donna Goodman, Development (ret.) 255-5779, goodmand@newpaltz.edu (chair)
Tom LaBarr, Elect. & Comp. Engineering, 257-3733, labarrt@newpaltz.edu
Lisa Ostrouch, Institutional Research & Planning, 257-2647, ostrouchl@newpaltz.edu

Website Development Team

Linda Smith, Academic Computing, 257-3188, smithl@newpaltz.edu (coordinator)
Jacqueline Dubois, Financial Aid, 257-2598, duboisj@newpaltz.edu
Lucy Walker, Institutional Research, 257-3228, walkerl@newpaltz.edu

Committees are open to all academic and professional members of UUP, whether full-time, part-time or retired. It is a great way to get involved, to improve our College community, to strengthen our union and to meet colleagues from other departments.

Women's Rights and Concerns Committee

Maryalice Citera, Psychology, 257-3476, citeram@newpaltz.edu (chair)

Sunita Bose, Sociology, 257-2601, boses@newpaltz.edu

Megan Smailer, Design & Construction, 257-3391, smailerem@newpaltz.edu

Abigail Robin, English (ret.), robina@newpaltz.edu

Alison Nash, Psychology, 257-3554, nasha@newpaltz.edu

Melanie Hill, Psychology, 257-3457 hillm@newpaltz.edu

May

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1 May Day \$5K Outside Humanities, Noon—1 PM	2	3	4
5	6 Labor- Management Meeting, 11 AM	7	8	9	10	11
12	13	14	15 Executive Committee Meeting, 11—12:30 PM, JFT 1010	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Have a Great**Summer Vacation!**

Executive Committee 2011-2013

CHAPTER OFFICERS:

President	Peter D.G. Brown, Languages, Literatures & Cultures, ret.	x2783	brownp@newpaltz.edu
Vice President for Academics	Jeff Miller, Political Science	x3934	millerj@newpaltz.edu
Vice President for Professionals	Linda Smith, Academic Computing	x3188	smithl@newpaltz.edu
Officer for Contingents	Edward Felton, Wood Design	x2792	feltone@newpaltz.edu
Secretary	Edward Hanley, Academic Computing	x2656	hanleye@newpaltz.edu
Treasurer	Gwen Havranek, Dean's Office, Liberal Arts &	x3518	havraneg@newpaltz.edu

Grievance Officer	Rachel Rigolino, English	x2731	rigolinr@newpaltz.edu
Affirmative Action Officer	Jerry Persaud, Communication & Media	x2631	persaude@newpaltz.edu

Academic Delegates:	Peter D.G. Brown, Languages, Literatures & Cultures, ret.	x2783	brownp@newpaltz.edu
	Jeff Miller, Political Science	x3934	millerj@newpaltz.edu
	Glenn McNitt, Political Science	x3553	mcnittfg@newpaltz.edu
	Susan Lehrer, Sociology & Women's Studies, ret.		lehrers@newpaltz.edu
	Maryalice Citera, Psychology	x3476	citeram@newpaltz.edu
	Yvonne Aspengren, Languages, Literatures & Cultures		aspengry@newpaltz.edu
	Maryann Fallek, Secondary Education, ret.		fallekma@newpaltz.edu
	Susan Puretz, Physical Education, ret.		puretzs@newpaltz.edu
	Salvatore Engel-Dimauro, Geography	x2991	engeldis@newpaltz.edu
	John Sharp, Geography	x3969	sharpj@newpaltz.edu
	John Hain, Secondary Education, ret.	x2770	thomsom@newpaltz.edu
	Beth Wilson, Art History	x3896	wilsonb@newpaltz.edu
	Linda Smith, Academic Computing	x3188	smithl@newpaltz.edu
	Donna Goodman, Development, ret.		goodmand@newpaltz.edu
	Richard Kelder, Teaching-Learning Center	x2650	kelderr@newpaltz.edu
	Edward Hanley, Academic Computing	x2656	hanleye@newpaltz.edu
Professional Delegates:	Edward Felton, Wood Design	x2792	feltone@newpaltz.edu
	Joshua Simons, CREEO	x2845	simonsj@newpaltz.edu
	Alan Dunefsky, Development	x3986	dunefska@newpaltz.edu

NYSUT Labor Relations Specialist:	William Capowski		wcapowsk@nysutmail.org
Chapter Assistant:	Mary Ann Thompson	x2770	thomsom@newpaltz.edu
Chapter Intern	Jaime Burns	x2769	jburns79@hawkmail.newpaltz.edu



Are You a Member?

Thomas P. DiNapoli New York State Comptroller		JOHN DOE		Total Gross Fed Taxable Gross					
				Current	3456.78	1234.56	YTD	45,678.90	34,567.89
Advice #	123456789	Pay Start Date	07/13/2009	Net Pay 1,234.56					
Advice Date	07/12/2009	Pay End Date	07/27/009						
Department ID	1234			Pay Rate		78,910.11			
EARNINGS									
		Current		YTD					
	Hrs./Days	Earnings	Hrs./Days	Earnings	TAX DATA	Federal	State	NYC	Yonkers
Regular Pay Salary Employee		3456.78		45,678.90	Marital Status	4	4		
Location Pay		56.78		678.90	Allowances	2	0		
					Add. Amt.				
					TAXES				
						Current	YTD		
					Fed Withholding	3,456.78	1,234.56		
					Medicare	45,678.90	34,567.89		
					Social Security	3,456.78	1,234.56		
					NY Withholding	45,678.90	34,567.89		
BEFORE TAX DEDUCTIONS					AFTER TAX DEDUCTIONS				
		Current		YTD		Current	YTD		
Regular Before Tax Health		456.78		1,234.56	UUP Member 26P				
Supplemental Ret. Annually Prog.		678.90		5,678.90					
TIAA Retirement Before Tax		56.78		1,234.56					
							34.56	456.78	

CHECK PAY STUB TO MAKE SURE

In order to be a member of the union, your paycheck **must** say "UUP Member." If it says "UUP Agency Fee," then you are included in the Professional Services Negotiating Unit, but are *not* a member of the union.

UUP Membership Entitles You To:

- Vote on collective bargaining agreement
- Hold union office
- Attend union meetings
- Elect union leaders on your campus and choose your representatives at the state and national levels
- Maintain UUP membership after retirement and be eligible for benefit programs
- Upon separation of service, obtain Associate Membership with NYSUT and be eligible for benefit programs

Please contact your chapter officers for a membership card.

Join the UUP

Who can become a member of the UUP?

To be eligible to join UUP, one must be an employee of the State University of New York and belong to the Professional Services Negotiation Unit (PSNU, also called the o8 Bargaining Unit).

I am on the faculty at New Paltz / part of the professional staff / a librarian , so I am automatically a member of UUP, right?

No. By legislative action, UUP has "agency fee," meaning that all individuals who are classified as being members of the "Professional Services Negotiating Unit" pay a fee to the union if they are not actually members. The fee is equal to the dues charged UUP members, because Fee Payers receive many services from the union even though they are not members. Nonetheless, unless one signs and returns a membership application form to UUP Central, one can not vote in UUP elections, run for office within UUP or participate fully in UUP policy making. In short, if you don't sign the card, you are not a member of UUP.

What do I need to do in order to join?

You can obtain a membership application by contacting the Chapter Office, Lecture Center 6a and speaking with Chapter Assistant, Mary Thompson. You may also download the Membership Application (in PDF Format) from the UUP Central website, www.uupinfo.org, by clicking "Welcome/Join," and "How to Join UUP?" The form may be completed, SIGNED, and mailed to UUP, PO Box 15143, Albany, NY 12212-5143.



**United University Professions
New Paltz Chapter**

SUNY New Paltz Phone: 845-257-2770
Lecture Center - 6A Fax: 845-257-2741
1 Hawk Drive
New Paltz, NY 12561

Mary Thompson, Chapter Assistant
845-257-2770
thompson@newpaltz.edu

Jaime Burns, Chapter Intern
845-257-2769
jburns79@hawkmail.newpaltz.edu

We're on the Web!

www.newpaltz.edu/uup

**For updates on contract
ratification, please check out
the New Paltz chapter website
(newpaltz.edu/uup) or the UUP
Central website (uupinfo.org)**

See you in the fall!

SUNY New Paltz Chapter Officers

President:

Peter D.G. Brown

Phone: x2783
Email: brownp@newpaltz.edu

Vice-President for Professionals :

Linda Smith

Phone: x3188
Email: smithl@newpaltz.edu

Vice-President for Academics:

Jeff Miller

Phone: x3934
Email: millerj@newpaltz.edu

Officer for Contingents:

Ed Felton

Phone: x2792
Email: feltone@newpaltz.edu

Affirmative Action Officer:

Jerry Persaud

Phone: x2631
Email: persaude@newpaltz.edu

Grievance Officer:

Rachel Rigolino

Phone: x2731
Email: rigolinr@newpaltz.edu

Treasurer:

Gwen Havranek

Phone: x3518
Email: havraneg@newpaltz.edu

Secretary:

Edward Hanley

Phone: x2656
Email: hanleye@newpaltz.edu



The Bullhorn:

Peter D.G. Brown, Executive Editor

Jaime Burns, Managing Editor

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Would you like to write for ***The Bullhorn***? We welcome your mail, editorials and articles on work, research, leisure, recreation, health and other topics. Please email Peter Brown or Jaime Burns.